

This Notice Expires 1 May 1980

PERSONNEL

16 November 1979

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MERIT PAY FOR MANAGERS AND SUPERVISORS

1. Two of the key features of the Civil Service Reform Act of 1978 are the concept of a Senior Executive System for supergrades and a Merit Pay System for federal employees in grades GS-13 through GS-15 who are supervisors or managers. While the Agency is exempt from these provisions of the Act, the Director of Central Intelligence, under his special authorities, could adopt the concepts if it were found to be in the interest of employees. We have established, on 1 October 1979 after appropriate internal study, review, and discussion, the Agency Senior Intelligence Service for all our supergrades.

2. There has been no decision in the Agency on the adoption of a Merit Pay System. I have asked the Office of Personnel to initiate an intensive study of the proposed system including reviewing carefully the progress of those federal agencies which are currently experimenting with the concept. As was the case with the proposals for the Senior Intelligence Service, the results of the Office of Personnel study will be fully reviewed by the Heads of the Career Services and the Executive Committee. A determination will be made next year whether or not the adoption of a Merit Pay System would be feasible and offer identifiable benefits to the personnel management program of the Agency.

Frank C. Carlucci  
Deputy Director of Central Intelligence

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